

**Subject:** Re: [TZM CORE] Re: Gross misconduct of GCA in the case of the closure of the Colombian chapter

**From:** Kari <karin.e.mcgregor@gmail.com>

**Date:** 10/11/2012 8:41 PM

**To:** tzm-core-team@googlegroups.com

**BCC:** "spirit-of-community@googlegroups.com" <spirit-of-community@googlegroups.com>

Andres,

Thank you for your input. My response remains the same as before - I remain unsatisfied that the Colombian chapter has done anything to deserve being dissolved, and I am not satisfied that sufficient attempts have been made to ensure that any issues have been resolved according to protocol. I keep hearing about this "year and a half of trouble", but I have not been satisfied with an adequate response as to what constitutes this trouble while hearing a great many complaints from the Colombian chapter against the GCA and witnessing harassment first-hand. The *Colombia Chapter Review* is the only document I have seen in relation to the issue, and it in no way provides adequate evidence supporting the closure of a chapter.

My concerns are that the decision has been made:

- contrary to protocol - chapter, coordination, and decision-making protocols specifically
- outside the GCA
- without consultation of the GCA - the issue has not even been brought to the GCA for discussion and advice
- despite a lack of consensus

In addition I have been informed by both Gilbert and Miguel that the decision *has not* been made whilst Nelson and yourself say that it *has*. This is clearly inconsistent and needs to become consistent asap. According to the letter already written (an unusual preemptive step if the decision has not been made) to the Colombian chapter and signed by Nelson and Miguel, the letter signed by a number of Latin American coordinators outside the Colombian chapter and outside the GCA, and the result of a vote held a few days ago it appears that a decision has been made. I am not sure why people outside the GCA were consulted and not people inside the GCA. I would like to understand why it is deemed appropriate for this breach of protocol to take place.

In response to your question:

*"Second "in place of Nelson, who likely needs a break from all this" can I ask where this come from?"*

I think it is sufficiently clear that Nelson no longer wishes to deal with the Colombian chapter. I see no reason to obligate him to continue to do so. Therefore, while I see no compelling reason for the closure of the chapter I see that it is appropriate for me to offer to take on the representation of the Colombian chapter in the GCA. I see it as necessary to mediate, and as I have not been taken seriously in my offers of mediation I have simply assisted where I could to ensure a positive outcome for all concerned. I do not accept the termination of the Colombian chapter under the circumstances as I have found that, when requested to do so, the chapter make amendments and communicate effectively. As I am so easily able to achieve desired outcomes with the chapter it simply makes sense to me that Nelson no longer deal with it if I am willing to take it on. I can

assure the rest of the GCA that I will endeavour to ensure that the chapter develops according to protocol, as I have done in the Asia-Pacific region, in which we have no conflicts.

BTW - now is probably as good a time as any to ask whether we will have that GCA meeting in the next few hours - Miguel, Gilbert, David, Nelson, Victor, Jorge? At last count we were all able to make it for 14:00 UTC except for Gilbert. Gilbert - are you able to make it or will we have to reschedule? Looking forward to your response.

Cheers,

--

**Kari McGregor**  
**Editor, *Spirit of the Times* magazine**  
[www.thespiritofcommunity.org](http://www.thespiritofcommunity.org)

On 10/11/2012 4:48 PM, Andrés Delgado wrote:

This wasn't Nelson Kari it was the upper tier which means the latinamerican coordination, who decided this.

Second "in place of Nelson, who likely needs a break from all this" can I ask where this come from?

Third, a decision has been made and I'm pretty sure you have good intentions but I really think is necessary to see other people stepping up in the Colombian chapter. There are great activists and based on the behavior of the people in charge right now, we don't now if they could have been inhibited from participating since banning and verbal violence has been the rule. So like Erick says all the time, if everyone is just an activist and this is a horizontal structure, he won't be afraid of letting other people take his place. If he built such a good structure as he claims, please let us see the results. If the work was done accordingly to the movement guidelines then we won't have any problem at seeing new activists emerging to fill the gap created by these past events.

This decision was made after more than a year of work where we had been ignored and attacked, so now with this decision we see that the changes are being made (apparently this was the best to do), so I think stand where we are might be a good idea.

Saludos,

Andrés Delgado

El 09/11/2012, a las 23:03, "Kari" <[karin.e.mcgregor@gmail.com](mailto:karin.e.mcgregor@gmail.com)> escribió:

Please note that upon my request some amendments have been made to the [Zeitgeist Colombia website](#) to bring it into line with what is expected. More changes are on their way. I have experienced absolutely

no problem with getting the compliance of the chapter with regard to making these amendments and have only experienced positive communication with the chapter.

I would like to request that I be given the opportunity to continue to assist the Colombian chapter - in place of Nelson, who likely needs a break from all this - in reaching full compliance with the protocols and with accurately representing the Movement. At present I have no reason to believe that I will have any difficulties in doing so as thus far I have encountered no resistance.

Thank you,  
Kari

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**Kari McGregor**  
**Editor, *Spirit of the Times* magazine**  
[www.thespiritofcommunity.org](http://www.thespiritofcommunity.org)

On 10/11/2012 9:50 AM, [nelson@thezeitgeistmovement.com](mailto:nelson@thezeitgeistmovement.com) wrote:

P.S - I still need to confirm with nelson if the current chapter link needs to be officially removed or not, as i know he is doing what he can to avoid that (having this issue drag itself for several months should be enough proof of that). This to say that technically, the current colombia chapter is still official as it always was.

Well Miguel, Im sorry to say this, but now it does not only depend on me but also on the new chapters complaints about it. So I ask you to please remove the links, Im really really sure we will revert this situation in the near future because the colombian members that know what we are trying to do are out there, so I repeat, please remove the links from our global site and send the clarification email :

[https://docs.google.com/document/d/1ZncOGhh-wpuZVP6-UzYIEMLBqq4O\\_UbSp-GYnoD3SFs/edit](https://docs.google.com/document/d/1ZncOGhh-wpuZVP6-UzYIEMLBqq4O_UbSp-GYnoD3SFs/edit)

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Nelson Alvarez  
TZM Latinoamerican Chapters Adm.  
[nelson@thezeitgeistmovement.com](mailto:nelson@thezeitgeistmovement.com)

----- Original Message -----

Subject: Re: [TZM CORE] Re: Gross misconduct of GCA in the case of the closure of the Colombian chapter

From: Miguel Oliveira <[moliveira@thezeitgeistmovement.com](mailto:moliveira@thezeitgeistmovement.com)>

Date: Fri, November 09, 2012 7:53 pm

To: [tzm-core-team@googlegroups.com](mailto:tzm-core-team@googlegroups.com)

Cc: [gmpfilms@gmail.com](mailto:gmpfilms@gmail.com), Peter Joseph <[peter@thezeitgeistmovement.com](mailto:peter@thezeitgeistmovement.com)>

Thanks for this kari, its always important to share your concerns like this. Since i hold a different point a view i feel i need to explain this issue a bit

more.

I'll be dividing my comments per points following the same structure on your case study.

## **1. Chapter Websites**

This alone is never a primary reason to get a chapter removed, some guidelines are absolute logical requirements while others are good additions to a site and taking actions like removal of a chapter on smaller site issues can and is often waived because it is simply too much.

Thank you for taking the time to do that, it is something I have attempted to get some volunteers in the past to do, unfortunately I've had 2 volunteers failing on this task. I will definitely take your observed points into Trello so they can be dealt with on a per case basis.

The problem with the chapter guidelines is that some 1st generation of chapters/websites per say never had them in the first place. (By first generation I mean TVP era)

Promotion of TVP and other organizations is not forbidden, what is "forbidden" is the absence of TZM core basic information.

Colombia was mentioned on these points because, when a chapter review is triggered the coordinator simply analyzes it from several different aspects. (And unfortunately we are not running routine reviews as ideally we should)

## **2. Chapter Coordination**

*It is unusual for a chapter to not have coordinators... This point of contact does not have to remain the same indefinitely, nor be restricted to a single individual. If the responsibility for fielding such communication is passed from one individual to another, or is the shared responsibility of a group of volunteers, then this is acceptable as a means of achieving the aim.*

Completely agree on this.

The problem I see is with the next paragraph which states:

*In this emergent movement ... The imposition of a rule stipulating that there must be a hierarchical structure with one named coordinator is a notion born of an out-dated social structure favouring hierarchy – one that the Movement claims to be moving away from.*

There is no such rule in place, in the coordination protocol to the extent of my memory, coordination is not restricted to a individual, Coordination should be taken as a function, a function that creates and maintains organization with groups of people, the larger the groups of people are, the tendency is that the more coordination it needs.

Much can be discussed on hierarchy, this is a long subject to cover as it's heavily dependent on context specially when you add other factors like power and influence to the mix. *(but I don't see this discussion as necessary here)*

What matters is the point that coordinators are not bossing around people, they are organizing/relaying info and helping people to be better at which they

volunteered for (by providing suggestions and input), in other words, coordinators serve the members (not the members serving the coordinators)

Im having a hard issue accepting the fact that current the colombian chapter (as far recorded and easily accessible information goes) has a unknown number of active members, with unknown contacts, with unknown functions, with unknown agendas. Whenever i tried to email their "main chapter email" i get a bounce back saying i do not have permission to send messages to the address (its a google group), just what kind "accessibility and organization" is this!?

Im sure some we could hunt and document some of this information, but it is important to note this act in itself of organizing info can be seen as coordinating.

It seems to me, that the issue of coordination some Colombian members speak of is mainly a perceptual and semantic one. (something im not sure it is being realized)

### **3. Visible Chapter Activity**

I also agree that formal reporting on a monthly requirement is outdated, unnecessary and such can be easily replaced by on request email updates or occasional visits to places where the chapter organizes itself (trello, atrium, etc)

The problem here lies with communication mediums, information flow and type of activity.

*(what is written below is hypothetical)*

If there is hostility from chapter members, then it is a problem it has to be dealt with (more on this in the next point).

If they refuse to give reports, then its also a problem (and we are never in position to ask a volunteer for a report if he never has committed to do it in the first place)

If the activity they engage seems to be barely focus on the main purpose of the movement if at all or if it prevents development on this aspect.

Don't get me wrong, chapters are not ONLY restricted to educational projects and such, but if not a single or too little of a fuck is given about this then whats needed is to increase the "care about" level somehow, (pardon the language but i feel this point has to be illustrated)

If that plan to increase comes with getting people to participate in the chapter coordination, then opposing it is counter productive and quite honestly refusing to cooperate on this end warrants more than enough reason for someone to get some other volunteers for this job.

The situation with colombia is simple and i believe nelson mentioned in the previous linked doc, if there is willingness from chapter members to strengthen communication with other chapters and take more focus on the website and education material/projects then the problem is solved.

If there is no such thing, then we have NOWHERE to pick up and improve the situation.

### **4. Issues with Chapter members**

Complaints are indicators that something is probably wrong, which triggers analysis,

Complaints against individuals behaviour as in ad hominem/insults should in theory not affect the chapter itself directly at all, but the failure of this chapter to handle or address those individuals can be itself a problem.

Still this is more a moderation issue than a chapter administration one.

## Conclusion

I believe i have listed down most of my points above, but as a final note:

**1. Cessation of activity within the chapter that is observable for an extended period of time**

**2. Promotion of an agenda/direction that is contrary to the aims and ethos of the Movement**

The current state of the colombian chapter can be to some extent arguable in respect to these points.

The point i wanted to make is that while protocols are important to keep as a reference, they are not absolute authority, if something doesn't just make sense in a given context then obviously human judgement through logical approaches is preferred over a piece of text written in the past. (which may have never accounted for a particular situation in the first place.)

For example, even though i had a big input on the protocol, at this date i openly oppose some issues which i think need to be amended. The reason i have this change in judgement, was because of experiences and observations i had on several issues since then, something which im sure we all do.

P.S - I still need to confirm with nelson if the current chapter link needs to be officially removed or not, as i know he is doing what he can to avoid that (having this issue drag itself for several months should be enough proof of that). This to say that technically, the current colombia chapter is still official as it always was.

Take Care

On Fri, Nov 9, 2012 at 5:14 PM, <[nelson@thezeitgeistmovement.com](mailto:nelson@thezeitgeistmovement.com)> wrote:  
<https://docs.google.com/document/d/1XRsfY7IHIB-IYto-59sJISRIxhoA4YtClGxVT0mOI0/edit>

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Nelson Alvarez  
TSM Latinoamerican Chapters Adm.  
[nelson@thezeitgeistmovement.com](mailto:nelson@thezeitgeistmovement.com)

----- Original Message -----

Subject: [TSM CORE] Re: Gross misconduct of GCA in the case of the closure of the Colombian chapter

From: Kari McGregor <[karin@thezeitgeistmovement.com](mailto:karin@thezeitgeistmovement.com)>

Date: Fri, November 09, 2012 11:43 am

To: [gmpfilms@gmail.com](mailto:gmpfilms@gmail.com), Peter Joseph  
<[peter@thezeitgeistmovement.com](mailto:peter@thezeitgeistmovement.com)>,  
[tzm-core-team@googlegroups.com](mailto:tzm-core-team@googlegroups.com)

Hi there,

OK - I've just completed the research for and writing of a report regarding the proposed dissolution of the Colombian chapter. Please find my report attached to this email, along with pdf copies of the Colombia Chapter Review by Nelson, and the most recent Latin America chapters meeting minutes (these pdf's are attached because the links in the report go to google-docs that can be changed or their access restricted). Also included are the relevant protocols and procedures from the GCA mentioned in my report.

Further to this email I am submitting a formal complaint to the GCA regarding their gross misconduct in the case of the Colombian chapter. The GCA will have a meeting this weekend at which the matter is on the agenda to be discussed, although I am not sure to what extent or in what manner. However, this document will serve as the basis for the agenda item at said meeting. I feel that it is in the interests of transparency that all coordinators and core team members know what happens behind the closed doors of the GCA (as you well know I don't believe anything should be happening behind closed doors or non-consensually), and feel empowered to act when it is clear an injustice is taking place.

Please take it that my work here is done with regard to this matter. This is the last you will hear from me directly in relation to this matter regarding the Colombian chapter. The reason for me submitting this work is so that other representatives of the Movement can have access to the same information that I have access to, to understand that there are people like myself who think and act differently and that we can be trusted in, and that there are other ways of working together within this Movement that will ultimately serve us better. I am aware that we will have to question the ways in which we think and act if we are to advance toward a new paradigm, and that it is past time for defending the existing structure of the Zeitgeist Movement and the positions of individual incumbents in the cases where it fails to uphold its own core tenets. I, personally, have no position to uphold, just responsibilities to fulfill, and I will continue to fulfill them with integrity.

Thank you for your time and attention. Please participate in this sharing of information with the understanding that transparency is a necessary prerequisite of any democratic paradigm, and please never be afraid to speak out in defense of that which you know is right.

Love yous,  
--

**Kari McGregor**  
**The Zeitgeist Movement, Global Chapters Administration for**  
**Asia-Pacific region**

Skype : karinellenmac  
Email 1: [karin@thezeitgeistmovement.com](mailto:karin@thezeitgeistmovement.com)  
Email 2: [karin@zeitgeistaustralia.org](mailto:karin@zeitgeistaustralia.org)  
Website 1: [www.thezeitgeistmovement.com](http://www.thezeitgeistmovement.com)  
Website 2: [www.zeitgeistaustralia.org](http://www.zeitgeistaustralia.org)

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Global Chapters Administration Trello - status and to-do list:  
<https://trello.com/board/tzm-global-core/4f77abf5b625547d2808c0f1>

Global Core Team Trello board:  
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(Ask Darr to be invited to Trello Boards)

Worldwide chapters contacts and data spreadsheet:  
<https://docs.google.com/spreadsheet/cc?key=0AkqDKF--mcLjdDdUa0FBR1BqQlhpbzI3VnduS09tT1E#gid=2>

TZM Core List of Concerns:  
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Miguel Oliveira (Darr)  
Global Chapters Administrator  
The Zeitgeist Movement  
[www.thezeitgeistmovement.com](http://www.thezeitgeistmovement.com)

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